

Optimizing Teacher Incentive Allotment (TIA) Observations in Texas



How Everman ISD, Harmony ISD, and Ore City ISD Leverage Sibme AI Copilot for Efficiency and Accuracy

Introduction

Time is a crucial resource in education. Texas school administrators participating in the Teacher Incentive Allotment (TIA) face demanding evaluation requirements, often balancing extensive teacher observations with critical leadership roles. Sibme AI Copilot has transformed this challenge in districts like Everman ISD, Harmony ISD, and Ore City ISD, significantly reducing observation time, enhancing evaluation accuracy, and empowering administrators to prioritize instructional leadership and school improvement.

The Traditional Challenge

Historically, teacher observation cycles required extensive manual note-taking—either handwritten or digitally recorded—consuming approximately 12-15 hours per teacher, totaling 180-225 hours annually per administrator. This process limited administrators' ability to support teachers, engage in essential leadership activities, and ensure consistent, reliable evaluations across multiple observers. Variability in scoring due to subjective interpretations often resulted in concerns regarding fairness and transparency. Additionally, the extensive documentation process contributed to administrator burnout and frustration, creating significant barriers to sustained effective leadership.

How Sibme AI Copilot Helps

Sibme AI Copilot simplifies and accelerates teacher observations through advanced technology:

- **Automated Transcription:** Record and transcribe lessons effortlessly using mobile apps available on iOS and Android, supporting both virtual and in-person evaluations.
- **Enhanced Documentation:** Integrate student work, lesson plans, and instructional materials directly into observation records, enabling comprehensive, evidence-based evaluations.
- **Alignment to T-TESS:** Sibme AI accurately aligns observations and transcripts to the T-TESS rubric, providing administrators with precise, consistent appraisal evidence.
- **Custom Pre-Engineered Prompts:** Ensures evaluation accuracy and administrator calibration across the district, enabling fair and consistent assessments aligned with TIA standards.

Improving Inter-Rater Reliability

Sibme AI Copilot significantly enhances inter-rater reliability among administrators and evaluators. By providing consistent, clear, and objective evidence aligned with T-TESS criteria, Sibme reduces subjective interpretation and variability across evaluations. Pre-engineered prompts and standardized documentation further

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strengthen calibration and accuracy district-wide, ensuring equitable and transparent teacher assessments.

Real Results from Texas Districts

Districts implementing Sibme AI Copilot have seen substantial improvements:

Time Savings

Administrators report 50 –75% reductions in observation cycle times, reclaiming 90 –160 hours annually.

“Before using Sibme AI Copilot to assist with my observations, it would take me 6-7 hours to script an observation in addition to all the documentation and revisions. It takes me half that time now.”

Dale Ann Mizells - Assistant Principal at Ore City Elementary School

Increased Observations

“We are doubling our walkthroughs with the same human capacity by leveraging Sibme Copilot.”

Michael Alphin - Superintendent of Harmony ISD.

Improved Calibration

“It’s been really helpful in taking bias out of our ratings. It’s very accurate.”

Dr. Austin Smith - Director of Secondary Education, Everman ISD (TX)

Clear Returns on Investment

Since launching in July 2024, Sibme AI Copilot has rapidly gained adoption among Texas school districts, with over 20 districts integrating it specifically to enhance their Teacher Incentive Allotment (TIA) observation processes. This addition further expands Sibme’s presence across Texas, bringing the total to nearly 100 districts statewide. Districts utilizing Sibme AI report significant improvements in instructional leadership, strengthened school culture, and greater evaluation accuracy, enabling efficient fulfillment of TIA requirements. By substantially reducing administrator burnout and streamlining the documentation process, Sibme AI has improved morale among educators, positively impacting teacher retention and enhancing districts' recruiting appeal. Ultimately, the transformative benefits of Sibme AI Copilot lead directly to improved student outcomes by sharpening the focus on quality instruction, student engagement, and overall academic achievement.

Conclusion

Everman ISD, Harmony ISD, and Ore City ISD illustrate the substantial benefits of integrating Sibme AI Copilot into TIA implementation. By reducing observation times, improving evaluation accuracy, and fostering stronger instructional leadership, these districts are not only meeting TIA requirements efficiently but also creating environments where educators and students thrive. Sibme AI Copilot is a strategic investment in educator effectiveness and student success for Texas schools.